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Jackie McClaskey, Secretary

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DEPARTMENT OF AGRICULTURE

POLICY ON SEXUAL HARASSMENT

Pursuant to Executive Order 82-55 Concerning Sexual Harassment and the guidelines on sex discrimination issued by the Equal Employment Opportunity Commission, the Department of Agriculture endorses the following policy.

1. Sexual harassment is unlawful and contrary to the equal employment opportunity policy of the Department of Agriculture. Unwelcome sexual advances or requests for sexual favors or other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.
2. Any employee who believes he or she has been the subject of sexual harassment should report the alleged act immediately to his or her supervisor, director, the EEO Coordinator of the department of the Personnel Office. An investigation of all complaints will be conducted immediately. Any employee who has been found to have sexually harassed another employee will be subject to appropriate disciplinary actions.

The Department of Agriculture trusts that all employees will conduct themselves in a manner that is supportive of a working environment free of discrimination in any form. The Department of Agriculture encourages any employee to raise questions he or she may have regarding discrimination or affirmative action with the department's EEO Coordinator or Personnel Office, (785) 564-6711.

Jackie McClaskey
Secretary of Agriculture

Date

This institution is an equal opportunity employer and provider.

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